

Competitive Employment and Careers

A life with income,
not public benefits!!!

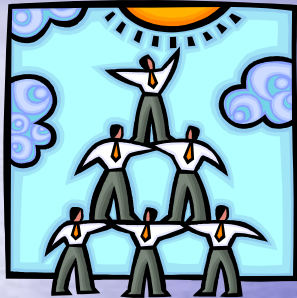
DDS

Competitive Employment



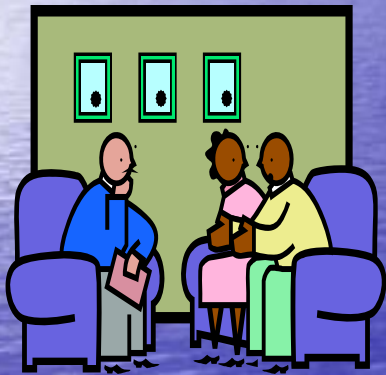
- Success with Natural Supports
- Opportunities for additional services if something “goes wrong”

Session Outcomes



- Enhanced awareness of career and competitive employment opportunities for people with developmental disabilities
- Awareness of generic services for people with disabilities to access for career and competitive employment services
- Introduction to contacts in local generic service providers and/or consumers who have used generic services

Public Benefits Work Incentives



- Critical to any person receiving any public benefits, most importantly SSI or SSDI
- Difference in counting and reporting wages and business net profit
- Use of PASS, PESS, IRWE, 1619 a&b
- Potential source of startup funds for Micro-Enterprise development

The "250% California Working Disabled" Program

- The full benefits of MediCal are available to workers with disabilities who earn up to 250% of the Federal Poverty Level!
 - \$1,995 (Family of one)
 - \$2,675 (Family of two)
- Enrollees currently pay between \$20 and \$175 per month (individual)



AB 925: Workforce Personal Assistance



- Some state funded In-Home Supportive Services (IHSS) can be used in the workplace.
- Conditions must be met for hours used at work, not travel to work. Extra hours are not given.

Support Service Options



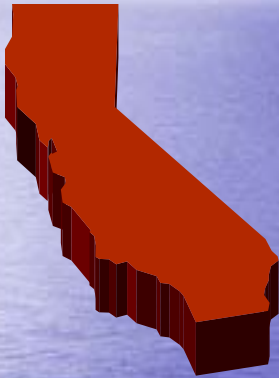
- Government contracts – NISH, CARI
- Department of Rehabilitation
- Ticket to Work
- One Stop Career Centers
- On-Line Career One Stop, US Department of Labor

Government Contracts - NISH



- NISH is a nonprofit agency that secures federal contracts through the JWOD Program (Javits- Wagner-O'Day Act of 1971) for people with disabilities.
- Secured contracts run through approved service providers.
- NISH contracts provide for high quality jobs, competitive salaries, and benefits.

Government Contracts - CARI



The California Alliance of Rehabilitation Industries operates like a California NISH, assisting service providers to develop competitive service or product proposals for work with the California government.

NISH/CARI Contract Examples

- Commissary services
- Grounds keeping and janitorial services
- Mail service
- Duplicating and shredding documents
- Sewing and assembling military products and supplies
- Office support services



Reverse Integration



NISH contracts can be designed to include
reverse integration -

people without disabilities are hired to
work alongside people with disabilities
to complete the product
or provide the service.

Reverse Integration Basics



- At start up, there may be only 50% consumers with severe disabilities on the contract.
- In full operation, at least 75% of the direct workers must have severe disabilities.
- Workers without severe disabilities (not more than 25%) may be used to fulfill the ongoing contract and to integrate the pool of direct service workers.

Contract Examples

Janitorial at Military Base



- “Model workers” (*individuals without disabilities or who are not disabled to work*) are hired to complete more complex tasks or to assist in meeting contract performance standards.
- All employees work together.
- The number of *model workers* vary by size and scope of the contract.

Contract Examples

Janitorial at Federal Agency



- Contract is performed with model workers, job coaches, and consumers.
- Supervisory staff manage the contract.
- Model workers may be assigned special projects or complicated task that have been carved from the work of some consumers to ensure meeting very specific performance standards.

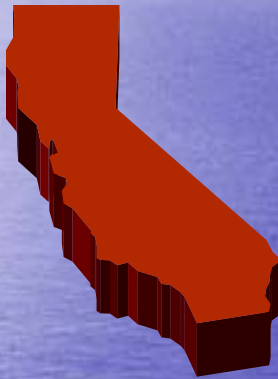
Contract Examples - *Pay*



<u>Contract</u>	<u>Location</u>	<u>Position</u>	<u>Avg hrs/day</u>	<u>Prevailing Wage</u>	<u>Benefits*</u>
Federal Agency	San Mateo	Janitor	7	\$14.87	\$2.87/ hour
Federal Agency	San Mateo	Mail Clerk	6.5	\$14.92	\$2.87/ hour
Military Base	Monterey	Janitor	6.5 - 8	\$12.23	\$2.87/ hour

** Service Contract Act Health and Welfare Fringe Benefits*

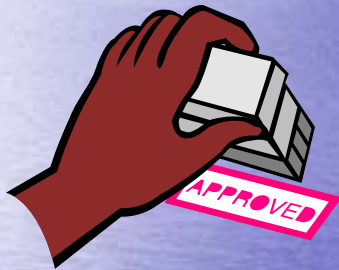
Department of Rehabilitation (DR)



Time-limited Services to help Californians with disabilities prepare for employment:

- Training
- Education
- Transportation
- Job placement

DR Eligibility



- A simple application and assessment is required for approval before services can be provided.
- If a consumer is a Social Security recipient, it is assumed they qualify for services, unless the disability is too severe to benefit from services available.

(Feasibility)

DR and Supported Employment



- Supported Employment is one of the services that DOR partially pays for.
- All consumers requesting Supported Employment will be referred to DR in the application process.

DR in Action - *Examples*



Courtesy Clerk in large supermarket chain

DR paid for:

- job placement
- work clothes
- initial union dues
- job coaching

DR Examples, *cont.*

Sterilization Room Attendant

in Dental Office



Cleans and stores dental instruments and equipment.

DR provided:


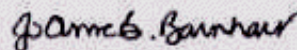
- Job placement
- Uniform
- Initial job coaching

Ticket to Work



- A voluntary program designed for people who want move off public benefits.
- Any Social Security recipient between the ages of 18 and 65 can use the *Ticket* program.
- The *Ticket* program allows recipients to use the *Ticket* as a voucher to receive employment services from service agencies, called an "Employment Networks (EN)."

The Ticket

Social Security Administration	
Ticket to Work and Self-Sufficiency	
	
<p>This ticket is issued to you by the Social Security Administration under the Ticket to Work and Self-Sufficiency Program. If you want help in returning to work or going to work for the first time, you may offer this ticket to an Employment Network of your choosing or take it to your State vocational rehabilitation agency for services. If you choose an Employment Network and it agrees to take your ticket, or if you choose your State agency and you qualify for services, these providers can offer you services to help you go to work.</p>	
<p>An Employment Network provides the services at no cost to you. The Social Security Administration will pay the Employment Network if you assign your ticket to it, and the Employment Network helps you go to work and complies with other requirements of the Program. An Employment Network serving under the Program has agreed to abide by the rules and regulations of the Program under the terms of its agreement with the Social Security Administration for providing services under the Program. Your State agency can tell you about its rules for getting services.</p>	
	
Commissioner of Social Security	
Ticket Number	123-45-6789TW
Claim Account Number	987-65-4321 W
Issue Date	

More Ticket to Work



- Any business or organization can provide services as an Employment Network after pre-approval through application to the Social Security Administration.
- An Individual Work Plan is prepared for each served *Ticket* holder by the *EN*.
- Services can be provided for up to five years, however reimbursement is limited!

Ticket Service Categories



- Career Services
- Mentoring/Job Coaching
- Accommodations
- Personal Assistant Services
- Transportation assistance
- Self-employment start-up
- School to Work
- Work incentives counseling
- Language capacity

EN Application Services Listing



- Business/employer mentoring programs/internships
- Career consulting (e.g., portfolio preparation, resume writing, interview skills)
- Career strategies (e.g., skills assessment and development, job coaching)
- Case management
- Employment--Supported
- Habilitation services (e.g., independent living training/assistance in support of work)
- Job accommodations
- Job service vouchers
- Job training
- Job placement/employment services (e.g., job search, placement assistance)
- Peer mentoring services
- Personal attendant support services

EN Application Services Listing, *cont.*



- Post-employment support (e.g., job/employment retention services)
- Psychosocial rehabilitation
- Referral to services or support from local mental health or developmental disabilities providers
- School to work transition services
- Self-employment/business start-up
- Services under a formal agreement with a Workforce Investment Board and/or One-Stop
- Situational assessment
- Transitional Employment Program
- Transportation assistance
- Work incentives counseling
- Employment (i.e. hiring of beneficiary to work for EN)
- Special language capacity (i.e. Spanish, Vietnamese, Russian, Sign Language, etc...)

Ticket Services



Can be virtually ANY service or support required to assist a person get and/or keep a job!

A *Ticket* Story - Maria



- Received *Ticket* in mail spring of 2004
- Laid off from part-time job, found a full-time job on her own
- Maria and her employer felt she could use some job coaching and wanted to use the *Ticket* for those services.
- The few Employment Networks close by were not providing job coaching.
- Maria knew of an agency in Los Angeles just approved as an Employment Network and a job coach she wanted to work with.

More of Maria



- Maria arranged for the EN to serve her with the job coach.
- Maria earned enough that she stopped receiving SSI checks in early 2005.
- After working one year, Maria is moving to a higher paying job.
- Maria will continue to use her *Ticket* and Employment Network, but with a new job coach in her new location.

Ticket Resources



Call Ticket-To-Work at 866-968-7842

or

Consult the website:
www.yourtickettowork.org



One Stop Career Centers



Free service to all available through multiple offices in each state

Provides intensive services to the unemployed:

- Assessment of skills
- Job search and placement
- Training

One Stop Disability Navigators



- Experts on workforce development for people with disabilities looking for services at the Centers, including accessibility
- There are currently 31 Navigators in California, and you can find the one nearest you by visiting <http://www.edd.ca.gov/one-stop/DPNList.pdf>

Department of Labor On-Line Career One-Stop



Website providing access to services that connect potential workers to jobs:

- O*Net – Occupational Information Network: *descriptions and skill sets for occupations*
- America's Career InfoNet: *labor market data*
- America's Service Locator: *for One Stop Career Centers*

AND

America's Job Bank



- Free online job bank
- Listing over 1 million jobs nationwide
- Posting 40,000 resumes
- Employers can electronically post job listings and search resumes
- Job seekers can electronically post resumes and reach employers

Career One Stop Story



Randy had been pursuing starting his own consulting business, but decided he would like to pursue a career in human services instead.

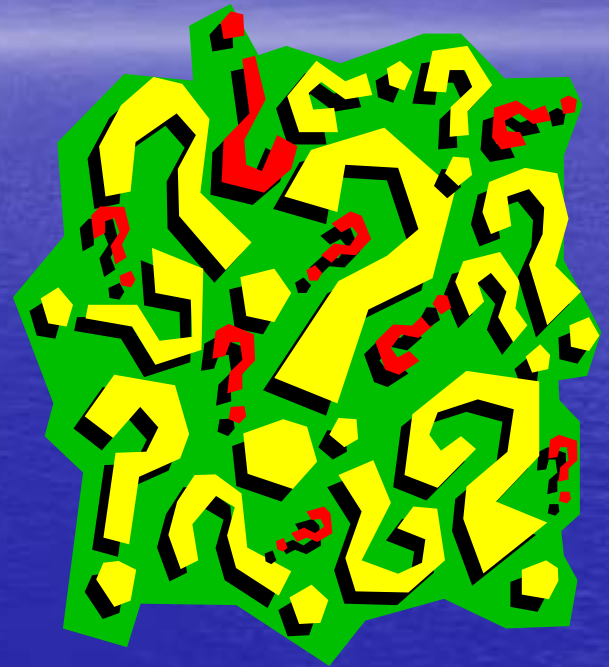
His supported living staff helped him to access the Career One Stop website to:

- Develop a resume and review the employer listings on the America's Job Bank site
- Explore what skills and education are needed for his desired career on the O*Net website

Randy uses this information when he schedules his coursework at the local community college.

Questions?

Many thanks for your
interest and attention...



For More Information

After we are gone:

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